

CCRB INVESTIGATIVE RECOMMENDATION

Investigator: Valentina Concha-Toro	Team: Squad #15	CCRB Case #: 201906504	<input checked="" type="checkbox"/> Force	<input checked="" type="checkbox"/> Discourt.	<input type="checkbox"/> U.S.
			<input checked="" type="checkbox"/> Abuse	<input type="checkbox"/> O.L.	<input type="checkbox"/> Injury
Incident Date(s) Friday, 07/19/2019 7:30 PM	Location of Incident: § 87(2)(b)	Precinct: 52	18 Mo. SOL 1/19/2021	EO SOL 9/5/2021	
Date/Time CV Reported Thu, 07/25/2019 10:08 AM	CV Reported At: CCRB	How CV Reported: Phone	Date/Time Received at CCRB Thu, 07/25/2019 10:08 AM		

Complainant/Victim	Type	Home Address
§ 87(2)(b)	§ 87(2)(b)	§ 87(2)(b)

Witness(es)	Home Address
§ 87(2)(b)	§ 87(2)(b)
§ 87(2)(b)	§ 87(2)(b)

Subject Officer(s)	Shield	TaxID	Command
1. POM Nasser Suddah	07227	959276	052 PCT
2. POM Kevin Hickey	17829	958695	052 PCT

Witness Officer(s)	Shield No	Tax No	Cmd Name
1. POM Tyler Hanson	17921	966611	052 PCT
2. POM Salvator Maida	03768	942104	052 PCT
3. POM Kacper Boho	14346	957396	052 PCT
4. POM Taha Mandourelidrissi	07486	961541	052 PCT

Officer(s)	Allegation	Investigator Recommendation
A.POM Kevin Hickey	Abuse: Police Officer Kevin Hickey entered § 87(2)(b)	§ 87(2)(b)
B.POM Nasser Suddah	Abuse: Police Officer Nasser Suddah entered § 87(2)(b)	§ 87(2)(b)
C.POM Kevin Hickey	Abuse: Police Officer Kevin Hickey searched § 87(2)(b)	§ 87(2)(b)
D.POM Nasser Suddah	Abuse: Police Officer Nasser Suddah searched § 87(2)(b)	§ 87(2)(b)
E.POM Kevin Hickey	Discourtesy: Police Officer Kevin Hickey acted discourteously toward § 87(2)(b)	§ 87(2)(b)
F.POM Nasser Suddah	Discourtesy: Police Officer Nasser Suddah acted discourteously toward § 87(2)(b)	§ 87(2)(b)
G.POM Nasser Suddah	Force: Police Officer Nasser Suddah used physical force against § 87(2)(b)	§ 87(2)(b)
H.POM Kevin Hickey	Force: Police Officer Kevin Hickey used physical force against § 87(2)(b)	§ 87(2)(b)
I.POM Kevin Hickey	Abuse: Police Officer Kevin Hickey failed to obtain language interpretation services for § 87(2)(b)	§ 87(2)(b)
J.POM Nasser Suddah	Abuse: Police Officer Nasser Suddah failed to obtain language interpretation services for § 87(2)(b)	§ 87(2)(b)
K.POM Nasser Suddah	Abuse: Police Officer Nasser Suddah forcibly removed § 87(2)(b) to the hospital.	§ 87(2)(b)

Officer(s)	Allegation	Investigator Recommendation
L.POM Kevin Hickey	Abuse: Police Officer Kevin Hickey forcibly removed § 87(2)(b) to the hospital.	

Case Summary

On July 25, 2019, § 87(2)(b) submitted this complaint with the CCRB over the telephone.

At approximately 7:30 p.m. on July 19, 2019, in § 87(2)(b) in the Bronx, § 87(2)(b) was in the apartment with her sister, § 87(2)(b) and aunt, § 87(2)(b). None of the individuals in the apartment spoke English. § 87(2)(b) had been previously diagnosed with borderline personality disorder and she had not been taking her medication. § 87(2)(b) who was wearing a night gown, cut her wrist with a razor. § 87(2)(b) called 9-1-1. PO Kevin Hickey and PO Nasser Suddah of the 52nd Precinct responded to the 9-1-1 call and entered the apartment (**Allegations A and B: Abuse of Authority – Entry**, § 87(2)(g) PO Suddah and PO Hickey entered § 87(2)(b)'s bedroom and searched for her ID and razor (**Allegations C and D: Abuse of Authority – Search**, § 87(2)(g) § 87(2)(b) asked PO Suddah and PO Hickey if she could change clothes but her request was denied (**Allegations E and F: Discourtesy – Action**, § 87(2)(g) PO Suddah and PO Hickey pulled § 87(2)(b) out of the apartment (**Allegations G and H: Force – Pushed/Shoved**, § 87(2)(g) § 87(2)(b) stood in the building's hallway and PO Hickey and PO Suddah asked multiple passing residents whether they were able to translate but were unsuccessful (**Allegations I and J: Abuse of Authority – Language Interpretation**, § 87(2)(g) PO Hickey and PO Suddah walked § 87(2)(b) to the front of the building and § 87(2)(b) asked for other clothing. PO Hickey and PO Suddah told § 87(2)(b) to go upstairs and obtain clothing for § 87(2)(b) § 87(2)(b) was provided clothes. Outside of the building, § 87(2)(b) asked PO Hickey and PO Suddah if she could put the shirt on correctly and both PO Hickey and PO Suddah denied her request (**Subsumed in Allegations E and F**). EMS arrived and § 87(2)(b) was taken to § 87(2)(b) (Allegations K and L: Abuse of Authority – Removal to Hospital, § 87(2)(g) § 87(2)(b).

Five BWC videos were obtained by the investigation (Board Reviews 01-05).

Allegation (A) Abuse of Authority: Police Officer Kevin Hickey entered § 87(2)(b) .

Allegation (B) Abuse of Authority: Police Officer Nasser Suddah entered § 87(2)(b) .

Allegation (C) Abuse of Authority: Police Officer Kevin Hickey searched § 87(2)(b) .

Allegation (D) Abuse of Authority: Police Officer Nasser Suddah searched § 87(2)(b) .

It is undisputed that § 87(2)(b) and § 87(2)(b) were the only individuals in the apartment. § 87(2)(b) had cut her wrist with a razor and § 87(2)(b) had called 9-1-1. The EVENTS (Board Review 06) noted that § 87(2)(b) informed the operator that § 87(2)(b) had attempted suicide with an unknown weapon and that § 87(2)(b) had a personality disorder. PO Suddah entered § 87(2)(b)'s bedroom first, followed by PO Hickey and then the other responding officers. PO Suddah and PO Hickey handcuffed § 87(2)(b) § 87(2)(b) sat on the bed and PO Suddah asked her where she had placed the razor she used to cut her arm. § 87(2)(b) told PO Suddah where the razor was and PO Suddah searched on the shelf and in the zipper razor bag § 87(2)(b) had told him. § 87(2)(b) told PO Suddah and PO Hickey that she had a passport and told PO Suddah and PO Hickey where she stored it. PO Hickey looked under the bed where § 87(2)(b) had told him.

§ 87(2)(b) during her CCRB statement (Board Review 07) stated that she was upset due to a

telephone call she had with her boyfriend and she had used a razor to cut her wrist. It was not deep and after a few minutes she had calmed down and was having a cup of tea in her bedroom. § 87(2)(b) § 87(2)(b) believed both § 87(2)(b) and § 87(2)(b) were in the kitchen. At the time of the incident § 87(2)(b) did not know that § 87(2)(b) had called 9-1-1. § 87(2)(b) was not aware that PO Suddah and PO Hickey had entered the apartment. § 87(2)(b) opened her bedroom door because she heard knocking. There was no conversation regarding any entry into her bedroom.

PO Suddah and PO Hickey testified at the CCRB (Board Reviews 08 and 09) that they had received a radio run for a suicidal EDP. Neither PO Hickey nor PO Suddah recalled how they gained access to the building. In the common area of the apartment were both § 87(2)(b) and § 87(2)(b). They directed PO Suddah and PO Hickey to the bedroom door. After § 87(2)(b) opened the door, she backed away into a corner of the bedroom and PO Suddah pushed the door open further and walked in because he did not know at the time whether there was anyone else with § 87(2)(b) or where she had the weapon she had used. PO Suddah and PO Hickey did not perform any other search in the apartment other than to locate the weapon § 87(2)(b) used to injure herself and to obtain § 87(2)(b)'s ID. PO Suddah and PO Hickey only looked in the locations where § 87(2)(b) informed them the objects were.

PO Suddah's BWC (Board Review 01) captured PO Suddah walking up the apartment building with multiple other officers. § 87(2)(b) was standing on the stairwell of the building and walked up to the apartment followed by the officers. PO Suddah and PO Hickey were the first two officers through the front door of the apartment. § 87(2)(b) pointed at a bedroom door. PO Suddah and PO Hickey knocked on the door and asked for § 87(2)(b). § 87(2)(b) opened the door and moved backwards while closing the door slightly. PO Suddah pushed the door open and followed § 87(2)(b) into the bedroom. PO Hickey was the second officer in the bedroom. PO Suddah and PO Hickey handcuffed § 87(2)(b). PO Suddah asked for the razor in Spanish, and § 87(2)(b) told PO Suddah where she had placed them. PO Suddah turned around and opened a black zippered bag, closed it and put it back where he found it. PO Suddah asked § 87(2)(b) if she had an ID for § 87(2)(b). § 87(2)(b) told PO Suddah and PO Hickey she was a tourist. § 87(2)(b) asked PO Suddah if he needed her passport and PO Suddah informed her that a passport would be good. § 87(2)(b) stood up, walked to a corner of the bed, and pointed. PO Hickey lifted the corner of the mattress and found § 87(2)(b)'s passport. No officer searched anywhere else in the apartment.

§ 87(2)(g)
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According to People v. Rodriguez, 77 A.D.3d 280 (2d Dept. 2010), (Board Review 10) it is permissible for an officer to enter into a residence without a warrant or without consent due to the emergency doctrine if the following two circumstances are met. First, the officer must have reasonable grounds to believe that there is an emergency at hand and an immediate need for assistance in the protection of life or property. Second, there must be some reasonable basis, approximating probable cause, to associate the emergency with the area or place to be searched.

According to People v. Santornino, 153 A.D.2d 595 (2d Dept. 1989), (Board Review 18) consent

can be established by conduct as well as words.

§ 87(2)(g)
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]

The BWC captured the two instances during which PO Suddah and PO Hickey performed searches in the bedroom. The first search was performed by PO Suddah for the razor § 87(2)(b) used to injure herself. PO Suddah asked § 87(2)(b) where the razor was, and § 87(2)(b) gestured to an area behind PO Suddah. PO Suddah searched and opened only the zipper case which § 87(2)(b) gestured to. PO Suddah did not search anywhere else. § 87(2)(g)
[REDACTED]
[REDACTED]

The second search performed by PO Hickey was for § 87(2)(b)'s passport. When PO Suddah asked for a form of ID, § 87(2)(b) informed him and PO Hickey that she had a passport. PO Suddah asked where it was and § 87(2)(b) stood up from the bed and walked to where her passport was stored. § 87(2)(b) told PO Hickey that the passport was underneath the mattress. PO Hickey only searched the area where § 87(2)(b) informed him her passport was. § 87(2)(g)
[REDACTED]
[REDACTED]
[REDACTED]

§ 87(2)(g)
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]

§ 87(2)(g)
[REDACTED]

Allegation (E) Discourtesy: Police Officer Kevin Hickey acted discourteously toward § 87(2)(b).
[REDACTED]

Allegation (F) Abuse of Authority: Police Officer Nasser Suddah acted discourteously toward § 87(2)(b).
[REDACTED]

It is undisputed that neither PO Suddah nor PO Hickey spoke Spanish. § 87(2)(b) was wearing a nightgown when she was removed from her apartment and when made to stand in the building hallway. § 87(2)(b) and § 87(2)(b) brought § 87(2)(b) clothing, but not until § 87(2)(b) was at the building front door.

PO Suddah's BWC (Board Review 01) captured § 87(2)(b) PO Hickey and PO Suddah inside of § 87(2)(b)'s bedroom. § 87(2)(b) was wearing a white lace nightgown with thin shoulder straps. § 87(2)(b) told PO Hickey and PO Suddah she needed her cellphone multiple times in the bedroom and § 87(2)(b) told § 87(2)(b) that she would bring it to the hospital for her. Outside of her bedroom door § 87(2)(b) said in Spanish, "But let me cover myself," and that her wrists hurt. PO Suddah and PO Hickey removed § 87(2)(b) from the apartment and stood beside the staircase. § 87(2)(b) grabbed the side of her nightgown and pulled on it. § 87(2)(b) exited the apartment and § 87(2)(b) asked her in Spanish to inform PO Hickey and PO Suddah that she wants

to dress herself. § 87(2)(b) told PO Suddah and PO Hickey § 87(2)(b) wanted to put clothes on. Both PO Suddah and PO Hickey told § 87(2)(b) that she could go into the apartment and obtain clothing for § 87(2)(b) but that they were not going to let § 87(2)(b) back into the apartment. PO Suddah walked to the front of the building door with § 87(2)(b) and she asks for a t-shirt. PO Suddah told § 87(2)(b) that he told § 87(2)(b) to get one for her. § 87(2)(b) said in Spanish that she did not want to go outside as she was and used the word “clothes” multiple times in Spanish. PO Suddah and PO Hickey told § 87(2)(b) that she can get clothes for § 87(2)(b) but they could not let § 87(2)(b) back into the apartment. § 87(2)(b) translated for § 87(2)(b) and told her that, to allow her back into the apartment to get the clothes, she needed to be calm. § 87(2)(b) entered the apartment and obtained jeans and a t-shirt for § 87(2)(b). At the front of the building, § 87(2)(b) helped § 87(2)(b) into her jeans and both § 87(2)(b) and § 87(2)(b) tied the t-shirt around § 87(2)(b)'s shoulders to cover her chest area.

§ 87(2)(b) stated (Board Review 07) that when she was seated on the bed prior to leaving the bedroom, she pointed to a suitcase of clothing that was on the floor of the room and asked PO Suddah and PO Hickey if she could put other clothes on. § 87(2)(b) pointed to the suitcase with her head and then touched the shoulder straps of her nightgown with her nose and said “my clothes” in Spanish. Neither PO Suddah nor PO Hickey responded to § 87(2)(b). Once § 87(2)(b) was removed from the bedroom at the front door, she asked PO Suddah and PO Hickey if she could put different clothes on. Neither PO Suddah nor PO Hickey responded to her request and she was removed from the apartment. While standing in the building hallway § 87(2)(b) translated for § 87(2)(b) and asked PO Suddah and PO Hickey if § 87(2)(b) could change. PO Suddah asked PO Hickey if § 87(2)(b) could be provided clothes and PO Hickey denied the request. § 87(2)(b) was escorted down the building steps and at the building door she told PO Suddah and PO Hickey that she was not going outside without pants. PO Suddah and PO Hickey told § 87(2)(b) to go up to the apartment and obtain clothes for § 87(2)(b) and she returned with jeans and a t-shirt. § 87(2)(b) put the jeans on with help from § 87(2)(b) and § 87(2)(b). § 87(2)(b) asked PO Suddah and PO Hickey if they could release the handcuffs for her to dress correctly. PO Suddah and PO Hickey told § 87(2)(b) no. Neither PO Hickey nor PO Suddah provided § 87(2)(b) with an explanation as to why she could not dress correctly. § 87(2)(b) believed the way she was dressed was appropriate for the privacy of her own apartment. § 87(2)(b) felt “humiliated” and embarrassed that the night gown had a revealing neckline and the material was sheer so that her breasts were visible.

PO Suddah stated (Board Review 08) at some point during the incident § 87(2)(b) asked to change her clothing, but he did not recall whether it was before or after § 87(2)(b) was removed from the apartment. At some point PO Suddah told § 87(2)(b) and § 87(2)(b) that either of the two female family members could obtain clothes for her and they brought clothing for § 87(2)(b) to wear over her pajamas. PO Suddah denied that at any point there was any nudity. PO Suddah believed § 87(2)(b) asked for other clothing because she did not want to go through the embarrassment of a psychiatric evaluation in front of other individuals in handcuffs.

PO Hickey stated (Board Review 09) he did not know whether § 87(2)(b) complained about her clothing during the incident. PO Hickey explained that if an individual who is handcuffed asks for additional clothing, he will allow a third person to enter the apartment to obtain clothes for the handcuffed individual, but PO Hickey did not have an independent recollection of doing so in this incident. Because § 87(2)(b) was suicidal, had cut herself, and was bleeding, PO Hickey would not have allowed her to enter back into her apartment for her to change. PO Hickey did not recall that he told § 87(2)(b) she was not allowed to put clothes on. PO Hickey was not aware of any patrol guide procedure regarding whether an individual should be allowed additional clothing upon

request. PO Hickey did not recall § 87(2)(b)'s breast being exposed at any moment during the incident. PO Hickey did not recall that § 87(2)(b)'s clothing did not adequately cover her breasts.

§ 87(2)(g)

According to NYPD Patrol Guide Procedure 200-02 (Board Review 11) NYPD employees are to maintain a higher standard of integrity than is generally expected of others in their mission of protecting lives through impartial enforcement of the law and through valuing human life and the dignity of every person.

§ 87(2)(g)

§ 87(2)(g)

Allegation (G) Force: Police Officer Nasser Suddah used physical force against § 87(2)(b).

Allegation (H) Force: Police Officer Kevin Hickey used physical force against § 87(2)(b).

Allegation (L) Abuse of Authority: Police Officer Nasser Suddah forcibly removed § 87(2)(b) to the hospital.

Allegation (M) Abuse of Authority: Police Officer Kevin Hickey forcibly removed § 87(2)(b) to the hospital.

It is undisputed that § 87(2)(b) called 9-1-1 (Board Review 06) and informed the operator § 87(2)(b) had attempted suicide in addition to having a diagnosed personality disorder. § 87(2)(b) had used a razor to cut her arm. An ambulance was dispatched to the location. Upon entering the apartment PO Suddah and PO Hickey placed § 87(2)(b) in handcuffs. PO Suddah and PO Hickey removed § 87(2)(b) from her bedroom and exited the apartment. An ambulance removed § 87(2)(b) to § 87(2)(b). § 87(2)(g)

§ 87(2)(b) stated (Board Review 07) that she had been diagnosed with Borderline Personality Disorder and had not taken her medication for a month. § 87(2)(b) used a razor and cut her forearm because she was upset after a dispute with her boyfriend over the telephone. § 87(2)(b) did not intend to commit suicide and the injury was only on the surface of her skin. § 87(2)(b) had calmed down and was drinking a cup of tea when PO Suddah and PO Hickey entered her bedroom and placed her in handcuffs. § 87(2)(b) sat on her bed and both PO Suddah and PO Hickey grabbed her

arms and lifted her off of the bed. § 87(2)(b) was standing on her feet and both PO Suddah and PO Hickey pulled her out of the bedroom by her arms.

PO Hickey stated (Board Review 09) that he told § 87(2)(b) multiple times that she needed to go to the hospital and explained to her that she had cut herself, but § 87(2)(b) repeatedly asked why she needed to go. PO Hickey grabbed onto one of § 87(2)(b)'s arms and pulled her arm. § 87(2)(b) became upset and began yelling no. § 87(2)(b) pulled against PO Hickey and PO Hickey pulled § 87(2)(b) out of the bedroom. PO Hickey did not recall any other officer assisting him with removing § 87(2)(b). PO Hickey denied that at any point he picked § 87(2)(b) up by the arm. PO Hickey denied that at any point he dragged § 87(2)(b) and that § 87(2)(b) remained on her feet the entire time.

PO Suddah stated (Board Review 08) that he and PO Hickey told § 87(2)(b) that she needed to go to the hospital. § 87(2)(b) began physically resisting and PO Suddah was concerned that § 87(2)(b) could hit her head. PO Hickey and PO Suddah each grabbed onto § 87(2)(b)'s elbows and pulled § 87(2)(b) out of the apartment. At no point during the incident did PO Suddah or any officer lift § 87(2)(b) by her arms. PO Suddah denied he or any other officer used any physical force with § 87(2)(b).

PO Suddah's BWC (Board Review 01) captures PO Hickey telling § 87(2)(b) she needed to go to the hospital. § 87(2)(b) asked why and PO Hickey explained it was because she was cutting herself. § 87(2)(b) told PO Hickey no, and that she needed her cellphone. PO Hickey placed his hand on § 87(2)(b)'s right elbow and pulled her toward the door. § 87(2)(b) pulled against PO Hickey and PO Hickey told her that she needed to go to the hospital. PO Suddah grabbed ahold of § 87(2)(b)'s opposite arm and pushed her along with PO Hickey. § 87(2)(b) stated multiple times that she needed her cellphone. PO Hickey and PO Suddah remove § 87(2)(b) out of the apartment.

§ 87(2)(g)

[REDACTED]

According to NYPD Patrol Guide Procedure 221-13 (Board Review 12) members of service are to take into protective custody and remove to the hospital any individual who “appears to be mentally ill or temporarily deranged,” and who “is conducting [herself] in a manner which a police officer reasonably believes is likely to result in serious injury to [herself] or others.”

According to NYPD Patrol Guide Procedure 221-01 and 221-02 (Board Review 13) an officer may use force “when reasonable to ensure the safety of a member or the service or third person, or otherwise protect life.” Force may be used when a member of the service must gain compliance, control or custody of an uncooperative subject and when complying with NYPD Patrol Guide Procedure 221-13.

§ 87(2)(g)

[REDACTED]

§ 87(2)(g)

§ 87(2)(g)

Allegation (I) Abuse of Authority: Police Officer Kevin Hickey failed to obtain language interpretation services for § 87(2)(b)

Allegation (J) Abuse of Authority: Police Officer Nasser Suddah failed to obtain language interpretation services for § 87(2)(b)

It is undisputed that § 87(2)(b) and § 87(2)(b) spoke in Spanish during the incident and had a limited proficiency in English. Neither PO Suddah, PO Hickey, nor any of the other officers who responded to the incident spoke Spanish. § 87(2)(b) did not ask for a Spanish interpreter during the incident. While sitting on the steps outside of the apartment, PO Suddah and PO Hickey asked two male civilians whether they spoke English but both male civilians only spoke Spanish. PO Suddah and PO Hickey were unsuccessful in obtaining an interpreter. Neither PO Suddah nor PO Hickey made any additional attempts to obtain any interpretive service.

PO Suddah stated (Board Review 08) that he realized there was a language barrier as he entered the apartment and asked § 87(2)(b) and § 87(2)(b) what had occurred, and they responded in Spanish. PO Suddah believed that there was a limited understanding because § 87(2)(b) and § 87(2)(b) directed the officers to § 87(2)(b)'s door after PO Suddah asked what had occurred. In addition, once outside of the apartment and in the building hallway § 87(2)(b) began speaking in English and informed PO Suddah and PO Hickey that she had borderline personality disorder and that she had called 9-1-1. PO Suddah did not use the language line to call for an interpreter because they were dealing with a suicidal EDP and they did not want to be distracted and wanted to assure § 87(2)(b)'s safety as well as their own.

PO Hickey stated (Board Review 09) that during the incident § 87(2)(b) spoke mostly in Spanish and a limited amount of English. PO Hickey opined that § 87(2)(b) understood she was going to the hospital because even a child knew that if they injured themselves, they needed to go to the hospital. PO Hickey did not use the language service line. PO Hickey was not entirely sure why the language line was not used other than because the job was about a suicidal EDP and it would not be the best time to be going through pockets and being occupied with calling someone on a cellphone.

PO Suddah's and PO Hickey's BWCs show (Board Reviews 01 and 02) that after they ask two civilians in the building hallway if they can translate, it takes ten minutes for the ambulance to arrive at the incident location. During those ten minutes PO Suddah and PO Hickey stood beside § 87(2)(b) in the hallway. PO Suddah and PO Hickey discussed whether they wish to wait for EMS prior to walking § 87(2)(b) downstairs. § 87(2)(b) is walked to the bottom of the building stairs and PO Suddah and PO Hickey stop at the door. PO Suddah's phone was in his hand briefly and he puts it away. PO Suddah and PO Hickey walked § 87(2)(b) out to the sidewalk and place her in the patrol vehicle to wait for the ambulance. PO Hickey sat in the driver seat of the vehicle while PO Suddah was outside with his cellphone in hand. EMS arrived and § 87(2)(b) was walked from the patrol vehicle to the ambulance. The female EMT spoke Spanish.

§ 87(2)(g)

§ 87(2)(g)

§ 87(2)(g)

Civilian and Officer CCRB Histories

- _____

Mediation, Civil and Criminal Histories

- _____

Squad No. 15

Investigator: Valentina Concha-Toro Inv. Valentina Concha-Toro December 28, 2020
Signature Print Title & Name Date

Squad Leader: Simon Wang IM Simon Wang 12/282020

Signature

Print Title & Name

Date

Reviewer:

Signature

Print Title & Name

Date